

**MINUTES OF THE DIVERSITY EQUITY AND INCLUSION COMMITTEE MEETING OF THE PLEASURE DRIVEWAY AND PARK DISTRICT OF PEORIA, ILLINOIS, HELD TUESDAY, JUNE 20, 2023 AT 10:00 AM AT THE PEORIA PARK DISTRICT BONNIE NOBLE CENTER FOR ADMINISTRATION AT 1125 W. LAKE AVENUE, PEORIA, IL**

**MEMBERS PRESENT:** Trustee and Chair Alexander Sierra, Trustee Timothy Bertschy, Pastor Marvin Hightower, and Executive Director Emily Cahill

**TRUSTEES PRESENT:** Trustees Timothy Bertschy, Joyce Harant, and Alexander Sierra

**STAFF PRESENT:** Executive Director Emily Cahill, Attorney Bill Streeter, Brent Wheeler, Matt Freeman, Becky Fredrickson, Kyle Deeter, David Gray, Chanel Hargrave-Murry, Katie Hogan Van Cleve, Scott Loftus, Shalesse Pie, Karrie Ross (v), Nicole Staley (v), and Alicia Woodworth  
Note: (v) = attended virtually

**OTHERS PRESENT:** None

**1. CALL TO ORDER**

Trustee Sierra called the meeting to order at 10:01 am.

**2. ROLL CALL**

**3. MOTION TO PERMIT COMMITTEE MEMBER TO ATTEND MEETING ELECTRONICALLY**

No request to attend meeting electronically was received.

**4. MINUTES**

**4.A. Approval of May 16, 2023 DEIA Committee Meeting Minutes**

Trustee Sierra requested two modifications to the May 16, 2023 DEIA Committee meeting minutes as submitted. The first modification is to remove the Roll Call statement "Prior to roll call, Trustee Petty asked that everyone introduce themselves and state their role in the District and community." The second requested modification is to item 4.A. DEIA Strategy Discussion. To be included is a comment concerning the responsibilities and duties of the Park District's DEIA Officer position were identified as a result of the District's organizational needs.

Trustee Bertschy moved to approve the DEIA Committee meeting minutes of May 16, 2023, as modified per Trustee Sierra's request. Motion seconded by Pastor Hightower. Motion passed on a unanimous voice vote. *Please see Attachment A for modified minutes of May 16, 2023.*

**5. PROCESS/POLICY UPDATES**

**5.A. Membership Discussion**

Trustee Sierra stated that he would like to discuss how to expand DEIA and its membership and participation. Earlier in the year, community members that are listed as members of the Committee were contacted via email, inquiring whether they are still interested in serving. After three attempts via email, two members have yet to

respond. Trustee Bertschy recommended that Trustee Sierra personally call those two members to ask if they are still interested in serving.

A discussion took place concerning what would be the appropriate term length and nomination process for community committee members. Should it be a public process or should it be contained within the current members of the committee?

Trustee Bertschy MOVED that the DEIA Committee recommend to the full Board that non-Park Board Trustee members of a standing committee, serve a one-year term to run consistent with the term of the Trustees that serve on that committee. Trustee Sierra second the motion and carried on unanimous voice vote.

Emily Cahill suggested that staff review the standing committee policy that was just approved by the Board and see if there is language that can be used that would apply here, as it relates to member term length and the nomination process. From another committee nomination process, there is a nomination form that could be tailored and used in this process for the DEIA Committee. In the form, a nominee would include their rationale for why they want to be on the committee. Trustee Bertschy agreed and stated the recommendation to the full Board can be postponed, pending Emily Cahill's findings/recommendation.

Trustee Sierra stated that the City of Peoria uses a very similar structure, utilizing their website. As such, he would like to see the Park District utilize their website for nominations and applications for membership in the committee. Trustee Harant stated that in addition to community members, there may be organizations the committee could contact to inquire if they have any representatives that may be interested in serving.

Pastor Hightower stated that there needs to be an odd number of members, preferably no more than nine. Trustee Sierra stated he is not in full support of more than nine members on a committee or board, however, he is certainly open to a discussion. Emily Cahill stated that the committee may want to decide what groups they want represented, and then that may determine the number of members. Trustee Bertschy agreed, stating he would like to contact and recruit members and advocates of the disabled community. This could be an individual or an organization such as Advocates for Access.

Trustee Sierra stated that personally, he is hesitant to point out and recruit a specific individual or organization. As the committee talks about the spectrum of diversity, every single group would have to be represented and a group could unintentionally be excluded. Also, he believes a person or organization should express their interest in joining the committee. Katie Hogan Van Cleve stated that one of the benefits of identifying an organization such as Advocates for Access is that each year they would assign to a staff member the duty of DEIA Committee membership. This would ensure representation at all times from the organization, regardless of the individual.

Trustee Bertschy asked the committee to bring at the next meeting for discussion, organizations or individuals they feel that may be represented on the DEIA Committee. He stated he feels that disabled persons need representation in the committee, especially in terms of access to parks and inclusiveness. Trustee Sierra stated that at this point, his preference would be to contact those non-responsive members and see if they are still interest in serving. This will indicate the starting number of committee members before recruiting more. He will provide this info at the next meeting. Then, as part of the nomination process, and based on everyone's networks, place a call out for nominations and have those individuals or organizations express their interest in joining formally to the committee.

Trustee Sierra asked if the committee has interest in establishing a number of members within the policy or should it be left open-ended? Trustee Bertschy stated it should be left open-ended. Shalesse Pie stated that LGBTQ+ organizations should also be considered in the process for membership. Trustee Sierra stated that he believes anyone that has any interest in ensuring that a particular community is included and represented in the DEIA Committee, he would encourage to compile that information and have prepared for discussion at the next meeting.

## **6. NEW BUSINESS**

### **6.A. Pillar One: Equitable Access to Parks, Facilities, and Programming**

Scott Loftus provided an update on the first two weeks of the Summer of Fun passes. *Please see Attachment B.* Of particular note is that so far, a total of 1,562 visits to PPD facilities, with the largest at Gwynn Family Aquatic Center at 792 visits so far. The same period last year saw 1,234 visits. The most visits by school is Elise Ford Allen at 244, Glen Oak at 86 visits, and Peoria High/Central at 98 visits.

Trustee Bertschy stated that while the numbers are great, where are the Catholic/parochial schools? Scott Loftus stated that the passes are available if someone from those schools has the need but those schools/areas were not targeted originally if they were not in the 61603 or 61605 zip codes or outside of Peoria Public Schools. Trustee Bertschy stated that not all those that attend Catholic/parochial schools are wealthy. They are taxpayers that deserve equal access to the passes and should therefore be targeted and given. Scott Loftus stated that targeting those schools can certainly be evaluated and possible increase the budget in the next ICJIA grant cycle.

Trustee Sierra asked why in particular were parochial schools not included in the Summer of Fun outreach. Scott Loftus stated that originally, due to the overwhelming number of poverty-level student households in Peoria Public Schools, the outreach concentrated on that particular school district when writing the grant. Parochial schools can definitely be included. Trustee Bertschy stated yes, he would really like the District to do that.

Brent Wheeler stated that there is a perception that kids that attend parochial schools don't have the same need as the majority of students at Peoria Public Schools. However, for grant purposes, if data suggests that is not the case, it would be much easier to convince ICJIA to expand the program to include those schools. Staff can

coordinate the outreach to gather that data. Trustee Bertschy stated he would really appreciate that.

Katie Hogan Van Cleve stated that there is a state-funded scholarship for Catholic school attendees. Those schools could provide that data to indicate need based on the number of state scholarship recipients for each school.

Trustee Sierra asked that if the Catholic schools can't or won't provide their student scholarship recipient data, what is the next step, as he would like students of those schools to be offered the Summer of Fun passes. Brent Wheeler stated that because Summer of Fun is funded by ICJIA and the necessity that the District demonstrate need, that data is going to be very important. Otherwise, there would be potential that grant reimbursement would be denied. In the meantime, he would like to get started on data gathering and evaluation from those schools and then decide next steps.

Chanel Hargrave Murry stated that the next Streets Belong to Me will be held on June 27 at Trewyn Park 4:30 – 7:30 pm. Free food, entertainment, and many activities will be offered. Thanks to PCCEO, free food boxes will be given out as well. *Please see Attachment C.* Trustee Sierra asked what outreach is done to ensure that families are aware of these events. Chanel Hargrave Murry stated that she has been interviewed on the local news morning tv shows, on the radio, two more tv news interviews are scheduled, and canvassing the neighborhoods. It's also on multiple Park District Facebook accounts, Instagram, Twitter, and website homepages.

**6.B. Pillar Two: Focus on the PPD Workforce**

Shalesse Pie presented the May 2023 workforce statistics. *Please see Attachment D.* Trustee Sierra stated that a while back the committee had suggested doing intentional outreach to groups that could potentially help the District make connections with certain ethnic groups. Have you had a chance to execute any of those outreaches and what was the result? Shalesse Pie stated yes, there has been job posting outreach to community Asian groups, Hispanic groups, churches, etc., utilizing a very long list of groups and organizations. In addition, all District staff members with email are notified of job postings.

**6.C. Pillar Three: Actively Promote and Encourage the Diversity, Equity, Inclusiveness and Accessibility of PPD-Funded Contractors and Suppliers.**

Emily Cahill reported that Tammy Johnson joined the District a couple weeks ago as the new Contractor and Vendor Compliance Administrator. In meeting with her last week, a lot of discussion was had concerning structure, tracking, and process so we can start to get a clear picture of where the District is with HB453. As the District implements the new contractor policy she will be working with the Planning and Construction team to do that tracking as well. As we move forward and have data to share, this committee will be receiving that information.

**6.D. Pillar Four: Support Community Workforce Development**

David Gray provided highlights on the past month's recruitment and intern activities. During the summer, the District has a full roster of interns doing many varied and

interesting jobs. Professional development sessions are regularly held on various relevant topics, with this month focusing on teamwork and conflict resolution. He is also attending fall session career fairs and events. In all, things are progressing very well.

**7. PENDING BUSINESS**

None at this time.

**8. OTHER BUSINESS**

Trustee Bertschy stated that he recently saw a video about a track chair and was very interested in its possible use in District parks. A track chair is an all-terrain, electric powered chair that can be used on designated trails within a park. The chairs can help visitors explore areas of the parks in new ways, often on trails that are not suitable for regular wheelchairs. It looks like a little miniature Caterpillar tractor and park districts across the country use them. A person can reserve them in advance if they want to use it in a particular park. Trustee Bertschy would like the Park District to take a look at this and have a demo. He thinks this would be a wonderful accessibility tool. Trustee Sierra stated he too is interested in seeing how the chair works and having a demo. Trustee Bertschy asked that staff investigate the pricing and details about the chair for the next meeting.

Pastor Hightower asked for a status update on the hiring of a DEIA Officer. Emily Cahill stated that many applications have been received, with many that are not qualified for the position. There are two applications that she is interested in pursuing and she hopes to start interviews yet this week or early next week. Pastor Hightower asked if there has been any more consideration or movement on developing an internal or external hiring panel. Emily Cahill stated that she would like to see how the first interviews of the two applicants goes and if there is an opportunity for an informal meet and greet, she would be happy to evaluate that. After the first round of the two applicants is complete, she will contact Trustee Sierra to determine next step, if there is one. Pastor Hightower stated that in his experience with hiring other community DEIA Officers, it was done that way. The first level of interviews was done internally, then an external group was invited for meet and greet and Q&A for their input.

Trustee Sierra stated that for those who celebrate and acknowledge two important holidays, happy Pride Month and happy belated Juneteenth. Although the Park District does not have a Juneteenth event, it does support the community Juneteenth event, in a very significant capacity.

Sincere congratulations to Pastor Hightower as he was chosen as the recipient of this year's Heritage Ensemble Bridgebuilder Award.

**9. ACTION ITEMS REVIEW**

1. Trustee Sierra will reach out to past members to determine their interest in serving on the committee.
2. Include parochial schools in Summer of Fun participation.
3. Keep Trustee Sierra informed of the DEIA Officer process. When in the final stages, invite committee member(s) to meet/greet final candidate(s).
4. Committee members to bring at next meeting, organizations or individuals that may be represented on committee.

5. Review administration process for committee member nomination and selection, and term length.
6. Investigate track chair pricing and charging options.

**10. NEXT MEETING**

Tuesday, July 18, 2023 at 10:00 am

**11. ADJOURNMENT**

At 11:03 am Trustee Bertschy made a motion to adjourn the meeting. Motion second by Trustee Sierra and carried on unanimous voice vote.

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Respectfully Submitted by Alicia Woodworth  
Executive Assistant and Secretary to the Board

**MINUTES OF THE DIVERSITY EQUITY AND INCLUSION COMMITTEE MEETING OF THE PLEASURE DRIVEWAY AND PARK DISTRICT OF PEORIA, ILLINOIS, HELD TUESDAY, MAY 16, 2023 AT 10:00 AM AT THE PEORIA PARK DISTRICT BONNIE NOBLE CENTER FOR ADMINISTRATION AT 1125 W. LAKE AVENUE, PEORIA, IL**

**MEMBERS PRESENT:** Trustee and Chair Alexander Sierra, Trustee and Vice Chair Timothy Bertschy, Sherry Carter-Allen, Pastor Marvin Hightower, and Executive Director Emily Cahill

**TRUSTEES PRESENT:** Trustees Timothy Bertschy, Joyce Harant, Reagan Leslie Hill, Steve Montez, and Alexander Sierra

**STAFF PRESENT:** Executive Director Emily Cahill, Attorney Bill Streeter, Brent Wheeler, Matt Freeman, Becky Fredrickson, Mike Dixon, David Gray, Chanel Hargrave-Murry, Melinda Huett, Katie Hogan Van Cleve, Scott Loftus, Shalesse Pie, Karrie Ross, Nicole Staley, and Alicia Woodworth

**OTHERS PRESENT:**

**1. CALL TO ORDER**

Trustee Sierra called the meeting to order at 10:02 am.

**2. ROLL CALL**

**3. MINUTES**

**3.A. Approval of April 18, 2023 DEIA Committee Meeting Minutes**

Trustee Bertschy moved to approve the amended DEIA Committee meeting minutes of April 18, 2023. Motion seconded by Sherry Carter-Allen. Motion passed on a unanimous voice vote.

**4. PROCESS/POLICY UPDATES**

**4.A. DEIA Strategy Discussion**

Trustee Sierra stated that he wants to discuss what direction this committee wants DEIA to grow. There have been discussions about hiring a DEIA Officer and also how to more inclusively address other groups. The point of this discussion is to determine where are we headed as a collective as we continue to 1) make this committee a standing committee and 2) make sure everyone agrees, lock step, going forward.

Emily Cahill stated that a conversation still needs to be had about how to define the target/goals in Pillar Two: Focus on the PPD Workforce. Also, there have been some really great conversations in the committee about inclusion and accessibility and staff is prepared to be part of that discussion as the committee sees fit.

Trustee Bertschy stated that he would like to see the committee concentrate on three things. One, is to concentrate on making sure that the policies that were adopted last year are fully enforced and enforced in a way that meets the expectations of everyone on this committee. And two, he wants to congratulate Emily Cahill in adopting an REIA

document that this committee previously requested. This document allows the Board to evaluate all requests and actions through a Racial, Equity, Inclusion Analysis lens. This document has been implemented and was part of the agenda documents in the last Board meeting. He would like to see this continued to be enforced. This is not a contracting policy, but it ensures that in evaluating everything the District does, the Board will recognize REIA and make sure that policy is enforced in a way that the committee anticipated it would be done. And finally, three, he would like the committee focus more on accessibility. Some efforts have been already begun. He would like to talk with Heart of Illinois Special Recreation Association (HISRA), and other groups in the community to understand more about what needs to be done to focus more on accessibility. He would like to know about what workforce from the disabled community can we get to work on projects either contractually or add to the internal workforce. Also, discussions with staff have begun about how we ensure that inclusiveness factors are taken into consideration on all projects undertaken, i.e., that all PPD playgrounds, not just one, are accessible and inclusive for all, including children, caregivers, etc. He would like the committee to discuss considering adding a member(s) to the committee from the disabled community.

Trustee Sierra stated that he would like to discuss how to work collectively to address the potential hiring of a DEIA professional staff member, as this committee has expressed its desire to do so. Emily Cahill stated that the District just posted a DEIA Officer job position. Please see *Attachment A*. This position will help ensure the District is adhering to all best practices, and make sure that all parts of the workforce and userbase has a voice. At the last meeting, she shared with the committee a spreadsheet where all of the City and County DEIA Officer job duties and articulated how the District currently addresses those same duties and functions. It is the District's commitment to continue to share that responsibility across the leadership and full staff to be a part of this effort. The District's success to date has come from that shared commitment, and responsibility in the application of the four pillars across all the work that is done. However, the District does see the opportunity to not undermine that work or commitment, but to look at those spaces where more hands-on deck is needed to continue to make progress. As such, the draft job posting for a DEIA Officer at the District focuses their work on assessing to make sure the District is at the forefront of best practices and helping to make sure that all parts of the workforce and userbase has a voice.

This position would complement the Compliance Officer position which is close to being filled, in building relationships with contractors and vendors. They will participate in community committees, and most of all, will be focused on professional training and building the expectation of how we treat each other, how we treat those we serve, and how we respect all of the many assets of our community. While staff has worked to the best of their ability to do this work, this is the space that the District feels is the space where more help is needed. In looking at the job duties as shared in the spreadsheet, there are some spaces on there that potentially the District doesn't live in i.e., housing discrimination. Some of the other things that were seen in those postings and responsibilities are things that currently are core District responsibilities of the entire workforce. This position would complement the strong commitments that exist already.



Sherry Carter-Allen stated that as reports are received showing the progression the position has made, would they have the opportunity to address that to the Board and to the public? Emily Cahill stated that that would be part of staff supervision. She would be happy to share it with the Talent Management and Engagement Committee that the new position would also be a part of the DEIA Committee and it could be shared there. She does not want to get in the practice of talking about supervision or performance of staff in a public Board meeting. Sherry Carter-Allen stated that her question may be been misunderstood. She is asking that if an annual or semi-annual report in terms of the progression data of that position would be provided to the Board, reflecting the work of this position. Emily Cahill stated that that will continue in the format that is seen now in those four pillars. Sherry Carter-Allen stated she just wants to make sure that the position does not become diluted from what it was originally meant for. She wants to ensure that there is some metric put in place to measure the impact and success of this position.

Emily Cahill stated that she wants to assure everyone that the District is committed to making this person, whomever is hired, an effective part of moving us forward. As a Park District, we do not have enough staff to create a position and let them just do nothing. That is not ever what we would want to see happen. This position has real value to the District and she assures everyone that the District will make sure they are an effective, impactful person in the work that we're doing. They will be a huge part of the next steps of improvement they you will see. Pastor Hightower stated that he is very glad to hear that the District is dedicated to making sure that the person in this position is successful and is carrying out the expectations set.

Trustee Sierra thanked everyone for creating this position. It is strategically developed. When developing those strategies there are three things he has concerns about. 1) The timeline in which the position is implemented, 2) ensuring that the District has the appropriate budget to cover this position, and 3) that it is complementary to the robust system already built out.

Pastor Hightower asked if the interview process would include a hiring committee and if so, is it only internal staff that is part of the hiring process or will community members be able to participate in the interviews? Emily Cahill stated that including an outside person in the interview process is not usual. She stated that generally, there is a lot of risk associated with having community members on a formal interview panel, however, the District would certainly be open to looking at different ways to gain perspective based upon who gets to the second round of interviews.

Sherry Carter-Allen asked how will the existing staff and culture be prepared to be open to this position coming on board? Emily Cahill stated that the executive team has been a part of this conversation and as reflected in the job description, the work has been discussed at length with every member. They have all talked strategically about what they want and what they need and they are all a part of that. Part of the onboarding is what it means to come in to the Park District family and organization.

Trustee Sierra stated that by the next meeting, he would like to determine what members will be returning or not. Then, discuss adding new members.

Shalesse Pie asked what the thoughts of the committee were, when talking strategically, if and how we will address the LGBTQ+ community and what will be the strategic direction of that. Trustee Sierra stated that that's a conversation to be had while having the accessibility conversation and the expansion of the committee.

#### **4.B. Standing Committee Process**

Trustee Sierra stated that at the last Board meeting it was revealed that the DEIA Committee was an ad hoc committee and not currently designated as a standing committee in the District's policy manual. Emily Cahill stated that during the strategic planning process that the Board participated in, committee charters were developed. It was agreed that those charters would live in that "temporary" space for a year in order to allow any modifications that may be found necessary. Once that year is up, as it is now, the committees with charters would be included in the policy manual as standing committees and presented to the Board for review and approval. The DEIA Committee is one such committee that would be presented as a standing committee and no longer an ad hoc committee. Staff is currently working to present those policy modifications to the Board for their review at the May 24 Board meeting and approval at the June 14 Board meeting. This process not only impacts the DEIA Committee but all the other committees and their committee charters where the work of the committees was refocused.

Trustee Bertschy asked what was the distinction between an ad hoc committee and a standing committee. Emily Cahill stated that any committee that isn't in the policy manual, is by definition an ad hoc committee. That's all that it means. This committee will be, as has always been the intent, a standing committee, subject to that policy manual modification approval which will occur during the next two Board meetings. Placing the committee as a standing committee in the policy manual is the last step in formalizing the process of recognizing it as a standing committee.

### **5. NEW BUSINESS**

#### **5.A. Pillar One: Equitable Access to Parks, Facilities, and Programming**

Chanel Hargrave-Murry reported that the new program The Streets Belong to Me will be held on June 2 at Proctor Rec Center, June 27 at Trewyn Park, and July 11 at Glen Oak Park. The focus of the program is to create safe zones and spaces for productive things to do in the parks and around the schools in the summer time in order to lessen violence and associated crimes. The District collaborates with the Peoria Police Department and Peoria Public Schools in this effort.

#### **5.B. Pillar Two: Focus on the PPD Workforce**

Shalesse Pie presented the April 2023 workforce statistics. *Please see Attachment B.* She is pleased to report that summer positions have all been filled. This includes counselors and lifeguards.

#### **5.C. Pillar Three: Actively Promote and Encourage the Diversity, Equity, Inclusiveness and**

**Accessibility of PPD-Funded Contractors and Suppliers.**

Nothing new to report that was not already discussed previously in today's meeting.

**5.D. Pillar Four: Support Community Workforce Development**

David Gray stated in a week another professional development session with the current group of interns will be given. There are currently 7 interns with plans to hire another 5 this summer. Many job recruitment and career fairs are attended as well.

**6. PENDING BUSINESS**

None at this time.

**7. OTHER BUSINESS**

Trustee Sierra stated that at the state IAPD conference, he understood that there is no other park district doing the type of DEIA work that the Peoria Park District is doing. Accolades to staff for their work in this area.

**8. ACTION ITEMS REVIEW**

None given at this time. Please see committee membership discussion above.

**9. NEXT MEETING**

Tuesday, June 20, 2023 at 10:00 am

**10. ADJOURNMENT**

At 11:16 am Trustee Bertschy made a motion to adjourn the meeting. Motion second by Member Carter-Allen and carried on unanimous voice vote.

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Respectfully Submitted by Alicia Woodworth  
Executive Assistant and Secretary to the Board

## Summer of Fun Pass 2023

### Visits – Locations:

SUMMARY BY PPD LOCATION	6/1 - 6/4	6/5 - 6/11
Gwynn Family Aquatic Center	0	792
Golf Learning Center	7	12
Owens Center	4	22
Peoria PlayHouse	39	155
Peoria Zoo	125	406
<b>TOTALS</b>	<b>175</b>	<b>1387</b>

### Visits – Age Groups

SUMMARY BY AGE GROUP	6/1 - 6/4	6/5 - 6/11
Adult	86	352
Child	89	1035
<b>TOTALS</b>	<b>175</b>	<b>1387</b>

### Visits - School

SUMMARY BY SCHOOL	6/1 - 6/4	6/5 - 6/11
Annie Jo Gordon	0	35
Charter Oak	13	41
Christ Lutheran	2	9
CT Vivian	5	11
Elise Ford Allen	14	244
Franklin	21	57
Glen Oak	16	86
Harold B Dawson	2	48
Hines	11	54
Jamieson	3	0
Kellar	10	32
Knoxville Center	6	1
Liberty Leadership	4	14
Lincoln	16	82
Manual	4	37
Mark Bills	0	20
Maude Sanders	4	33
Northmoor	4	31
Peoria High/Central	8	98
Reservoir Gifted	0	9
Richwoods	2	44
Rolling Acres	2	6
South Side Christian	0	0
Sterling	3	29
Trewyn	4	52
Valeska Hinton	7	87
Von Steuben	0	9
Whittier	7	28
Woodruff	0	1
Other School (Non-Specfied)/Multiple Schools	32	164
<b>TOTALS</b>	<b>175</b>	<b>1387</b>



# THE STREETS BELONG TO ME 2023

**JUNE 2**

Proctor Recreation  
Center

4:30 – 7:30 PM

**JUNE 27**

Trewyn Park

4:30 – 7:30 PM

**JULY 11**

Glen Oak Park

12 – 5 PM

**I PROMISE THAT I:**

Will be involved in positive activities

Will not participate in violent activities

Will not participate in illegal activities

Will promote the message of staying safe!



**DJ • ENTERTAINMENT • FOOD • FUN**

Funding provided in whole or in part by the Illinois Criminal Justice Information Authority.





**May 2023 Workforce Stats**

<b>Total Staff</b>			<b>Full-Time Staff</b>	
White Female	336		White Female	41
White Male	337		White Male	72
Asian Female	9		Asian Female	1
Asian Male	4		Asian Male	0
Black Female	70		Black Female	8
Black Male	85		Black Male	16
Hispanic Female	9		Hispanic Female	0
Hispanic Male	16		Hispanic Male	3
American Indian/Alaskan Native Female	4		American Indian/Alaskan Native Female	0
American Indian/Alaskan Native Male	0		American Indian/Alaskan Native Male	0
Native Hawaii/Pacific Islander Female	1		Native Hawaii/Pacific Islander Female	0
Native Hawaii/Pacific Islander Male	0		Native Hawaii/Pacific Islander Male	0
Other Female	2		Other Female	0
Other Male	2		Other Male	0
Two or More Races Female	6		Two or More Races Female	1
Two or More Races Male	2		Two or More Races Male	1
Total	883		Total	143
Total Minority	210		Total Minority	30
% Minority	23.78%		% Minority	20.98%
			Total Number of Leadership Positions**:	88
			Leadership positions filled by minority staffers	17
			Minority percentage of total leadership	19.32%
			Percentage of total minorities to serve in leadership roles	56.6% (17/30)

	This Month (May 2023)	Three Months Ago (February 2023)	Six Months Ago (November 2022)
<b>Minority Percentages</b>			
Total Staff	23.78%	24.73%	25.64%
Full Time Staff	20.98%	21.17%	21.17%

**\*\*The Following Titles are Considered Leadership Positions:**

- Assistant Managers/Crew Leaders
- Managers or Equivalent/Foremen
- Supervisors or Equivalent
- Superintendents
- Directors